EXHIBIT A

1	XAVIER BECERRA				
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3					
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7	E-mail: Mark.Schreiber@doj.ca.gov Attorneys for Defendants California Department	of		XEMPT PRIMENT CODE 8 6103	
8	Corrections and Rehabilitation ("CDCR") and James Grove			GOVERNMENT CODE § 6103	
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10	SUPERIOR COURT OF THE STATE OF CALIFORNIA				
11	COUNTY OF SAN BERNARDINO				
12					
13	AUGUSTINE CALDERA,	Plaintiff, Hon. Gilbert G. Ochoa, Dept. S24 DECLARATION OF JAMES P. SCHRATZ IN SUPPORT OF DEFENDANTS' OPPOSITION TO PLAINTIFF'S MOTION FOR ATTORNEYS' FEES			
14	Plaintiff,				
15	V.				
16	STATE OF CALIFORNIA; CALIFORNIA DEPARTMENT OF CORRECTIONS AND				
17	REHABILITATION; JAMES GROVE; and DOES 1 to 100, Inclusive,	Date:	Octob	er 16, 2020	
18	Defendants.	Time: Dept.:	9:00 a S24	.m.	
19		Action	Filed:	January 8, 2010	
		Trial D		September 8, 2015	
20					
21	I, JAMES P. SCHRATZ, hereby declare:				
22	EXECUTIVE SUMMARY				
23	The following summarizes my findings set forth in this declaration:				
24	I was asked to provide my opinion on what Plaintiff's Attorneys' reasonable hourly rates				
25	should be and what an appropriate multiplier would be in this case.				
26	Based upon relevant cases and other relevant data, it is my opinion that the hourly rate for				
27	Mr. Nevell and Mr. Sheldon should be no higher than \$650. Even though their earlier work could				
28					

- 52. Mr. Nevell is a 1994 admittee to the Bar. (Declaration of Todd F. Nevell ("Nevell Declaration" or "Nevell Decl."), ¶ 3 at p. 1: 15.) His declaration references only one case in which he has been awarded attorney fees at \$750 per hour: *Pearl v. City of Los Angeles* (Nevell Decl., ¶ 4 at p. 2:5-6.)
- 53. In that FEHA discrimination case, a jury awarded \$17.4 million in damages. Defendant filed a motion for new trial, which the court conditionally granted, unless plaintiff accepted a remittitur to \$12.4 million. Plaintiff accepted the remittitur and the motion for new trial was denied. Thereafter a motion for attorneys' fees was filed and opposed. The court awarded fees at \$750 per hour although the basis for that decision was not discussed in the order.
- 54. Mr. Nevell states that he has been awarded this rate in other FEHA cases. (Nevell Decl., ¶ 40.) However, he does not list these cases.
- 55. In addition, Mr. Nevell is seeking a rate of \$825 per hour for work from 2018 to the present. This is an increase of (825 750)/750, or 75/750, or 10 percent.
- 56. In the auditor's experience, a 4 percent annual rate increase is a typical benchmark. This is also evidenced by recent articles attesting to this 4 percent annual increase.² In contrast, in slightly over one year, Mr. Nevell is requesting a ten percent increase in his rate. This is an excessive rate increase.
 - 2. Insufficient Documentation of Reasonableness of Requested Rates.
- 57. The fee applicant must "produce satisfactory evidence in addition to the attorney's own affidavits that the requested rates are in line with those prevailing in the community." *Dang v. Cross* 422 F.3d 800, 814 (9th Cir. 2005). Plaintiff's Attorneys have not done so in this instance.
- 58. Plaintiff's Attorneys state that in a case heard on the same day, in the same courtroom, before the same judge as the original motion for fees was heard in this case, the court

² https://abovethelaw.com/2019/11/just-because-billing-rates-are-up-doesnt-mean-bonuses-will-follow/, last visited December 22, 2019. A true and correct copy of this article is attached as Exhibit 7. The article refers to a 4 percent rate increase. See also https://www.law.com/americanlawyer/2018/02/21/sorry-clients-higher-law-firm-billing-rates-really-do-pay-off/, last visited December 22, 2019. A true and correct copy of this article is attached as Exhibit 8. The article states "Top-performing firms increased their rates at an average annual rate of 4.4 percent, compared with an increase of 3.3 percent for the broader sample"